

**INDEPENDENCE SCHOOL DISTRICT  
OFFICE PERSONNEL  
SCALE 3  
2019-2020**

Step	HOURLY	12 MONTH	11 MONTH	10 MONTH
1	15.40	30,923.20	28,212.80	25,132.80
2	15.81	31,746.48	28,963.92	25,801.92
3	16.21	32,549.68	29,696.72	26,454.72
4	16.64	33,413.12	30,484.48	27,156.48
5	17.03	34,196.24	31,198.96	27,792.96
6	17.44	35,019.52	31,950.08	28,462.08
7	17.86	35,862.88	32,719.52	29,147.52
8	18.27	36,686.16	33,470.64	29,816.64
9	18.66	37,469.28	34,185.12	30,453.12
10	19.07	38,292.56	34,936.24	31,122.24
11	19.48	39,115.84	35,687.36	31,791.36
12	19.89	39,939.12	36,438.48	32,460.48
13	20.30	40,762.40	37,189.60	33,129.60
14	20.71	41,585.68	37,940.72	33,798.72
15	21.12	42,408.96	38,691.84	34,467.84
16	21.51	43,192.08	39,406.32	35,104.32
17	21.91	43,995.28	40,139.12	35,757.12

New employees may be placed on the schedule from Step 1-6 based on previous office personnel experience.

\*PSP Credits will be added to each person's salary

\*\*Longevity stipends will be given in the following manner:

- After 5 years - \$15.00 per month
- After 10 years - \$20.00 per month
- After 15 years - \$25.00 per month
- After 20 years - \$30.00 per month
- After 25 years - \$35.00 per month
- Substitute Secretary: \$13.35